



- Three-quarters of Indiana small business owners believe that the economy will improve during the first half of 2004 and more than 40 percent plan to hire new workers.  
*National City Corp. survey of 1,200 Indiana small business owners, IBJ, 12-29-03*
- Indiana is one of the top 10 states for new or expanding businesses.  
*Plants Sites & Parks, January 2004*
- Indiana has the 11th most business-friendly tax climate in the nation.  
*The Tax Foundation, May 22, 2003*
- In 2003, **more than 48,000 Hoosiers** received job training through Dept. of Commerce training programs. More than **219 companies** were assisted through the same programs, leveraging more than \$2 billion in private investment.  
*Indiana Dept. of Commerce*

**Indiana@Work** builds on the success of Energize Indiana by extending worker assessments and job profiling for Hoosier workers and employers statewide, while beginning to match workers with job opportunities based upon their personal set of career skills. Indiana@Work demonstrates our state's recognition that to compete in a global marketplace, our greatest assets are those members of our current, emerging and future workforce living right here in Indiana. Pilot programs with a national job matching and worker assessment tool called "WorkKeys" have already been successful across Indiana, now Indiana@Work will go further by:

- Focusing on skills for a specific career, not just a specific job;
- Expanding existing job matching and worker assessment programs statewide;
- Creating "Career Pathway E-resumes" for the lifetime of a worker's career; and
- Expanding e-resumes to build around Energize Indiana's four targeted industrial sectors of advanced manufacturing, information technology, life sciences and high-tech distribution through coordinated management

### How Indiana@Work...works

Example: A worker was recently laid off from his job as a machine operator, a job in which he has worked for 15 years, and is now in the market for new employment. Unfortunately, there is no demand for machine operators in his community, and he doesn't want to move his family. He knows he has skills and experience in a specific occupation...and now he's looking for a way to use them differently.

Through Indiana@Work, at his local DWD WorkOne Center, the worker gets an assessment of his career skills. He then uses Indiana@Work to discover what current job openings in his local area he is qualified for. He discovers a job opening, with a higher salary, but it requires a little more education than he has. Indiana@Work helps him get the training he needs, provides him with an electronic database of his skills and experience...and a higher paying job to match.

### Action and Funding

Indiana@Work requires **only state government administrative action**, and combines existing Energize Indiana federal funding of \$5 million a year for five years, as well as nearly \$5 million a year for five years in state funds from Dept. of Commerce training programs.

### WorkKeys pilot success stories

#### Tippecanoe County

The Tecumseh Area Partnership (TAP) has worked with many different entities in their region, including Eli Lilly and Company Tippecanoe Labs, Lafayette Jefferson High School and the Lafayette Adult Resource Academy. Recently, TAP partnered with the local WorkOne Center and Purdue University to support an employer reception to showcase WorkKeys as a prelude to a technology job fair being held in May.

#### Southwest Indiana

Career Choices Incorporated (CCI), in partnership with the Dept. of Workforce Development in the Southwest Work Service Area has performed seven job classification profiles and is currently working on eight additional such profiles. Companies impacted include Whirlpool Corporation, Berry Plastics Corporation and Curtis-Maruyasu of America (CMA). Job seekers interested in working for these companies attend WorkKeys assessment sessions held weekly at the Evansville WorkOne Center. Since Dec. 1, 2003, more than 100 assessments have been completed. In addition, the partnership with Whirlpool has resulted in more than 600 job assessments since they began using WorkKeys.